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ABSTRACT

To improve vocational educational programs in agriculture, occupational information on a common core of basic skills within the occupational area of the park worker is presented in the revised task inventory survey. The purpose of the occupational survey was to identify a common core of basic skills which are performed and are essential for success in the occupation. Objectives were accomplished by constructing an initial task inventory to identify duty areas and task statements for the occupation. The initial task inventory was reviewed by consultants in the field, and 268 tasks were identified. A random sample of 78 park departments based on the directory of the Ohio Parks and Recreation Association was obtained. Data were collected utilizing employer and employee questionnaires. Forty-three questionnaires were returned of which 40 were usable. A compilation of basic sample background information is presented on size of park department, total work experience, employment at current job, and preparation as a park worker. A compilation of duty areas of work performed and work essential for the occupation is given. Percentage performance by incumbent workers and the average level of importance of specific task statements are presented in tabular form. (Author/EC)

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DETERMINATION OF A COMMON CORE OF BASIC SKILLS IN AGRIBUSINESS AND NATURAL RESOURCES

An Emperical Determination Of Tasks Essential To Successful Performance As A Park Worker

DEPARTMENT OF AGRICULTURAL EDUCATION
THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO 43210

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AN EMPERICAL DETERMINATION OF TASKS ESSENTIAL TO SUCCESSFUL PERFORMANCE AS A PARK WORKER

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FOREWORD

The Department of Agricultural Education at The Ohio State University is involved in a major programmatic effort to improve the curricula in education programs in agriculture. One product in this effort is this report of the park worker task inventory survey. The data reported were collected as part of a more comprehensive thrust designed to develop a common core of basic skills in agribusiness and natural resources.

It is hoped that the revised task inventory contained in this report will be useful to curriculum developers working for improved occupational relevance in schools. Twenty-seven additional inventories in other occupational areas are also reported from this project.

The profession owes its thanks to Paul H. Waddy, graduate research associate, for his work in preparing this report. Special appreciation is also expressed to Ted Flickinger, President, Ohio Parks and Recreation Association, for his input and help in securing the cooperation of those employed in this occupational area.

J. David McCracken
Project Director

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INTRODUCTION

Occupational information is needed to develop and revise vocational and technical education curricula. Teachers and curriculum developers generally determine which skills might be taught in a program based upon teacher expertise, advisory committee input, informal and formal community surveys, and/or task inventories.

The Agricultural Education Department at The Ohio State University has utilized and revised a system for obtaining and using occupational information as an effective aid in planning, improving, and updating occupational education curricula. This report presents the results of a survey of the occupation, park worker. The information contained herein may be used by curriculum development specialists, teachers, local and state administrators, and others involved in planning and conducting vocational and technical programs in agriculture.

Purpose and Objectives

The major purpose of the occupational survey was to identify the skills which are performed and essential for success as a park worker. The specific objectives of this survey were as follows:

1. Develop and validate an initial task inventory for the park worker.
2. Identify the specific tasks performed by the park worker.
3. Determine the relative importance of the specific tasks to successful employment as a park worker.

Definition of the Occupational Area

The park worker works in public, state, national, or city parks. The park worker is primarily involved with the general maintenance of the park facility. In general, the park worker plants, prunes, and fertilizes trees and shrubs; mows grass; controls plant insects and diseases; cleans up trash in the park area; maintains walks and driveways; and operates and maintains equipment used in the park. In some cases the park worker may have a more definitive job title such as park trainee, laborer I, laborer II, laborer III, or park technician.

METHODOLOGY

Objectives were accomplished by constructing an initial task inventory, validating the initial inventory, selecting a sample of workers, collecting data, and analyzing data.

Initial Task Inventory

Duty areas and task statements for the park worker were identified by searching existing task lists, job descriptions, curriculum guides, and reference publications. Additionally, contacts with several park personnel aided in clarifying the specific responsibilities of the park worker. All the tasks that the project staff thought to be performed were assembled into one composite list.

The initial tasks were grouped into functional areas called "Duties".

After the task statements were grouped under the proper duty areas, each task statement was reviewed for brevity, clarity, and consistency. In all, 249 task statements were included in the initial task inventory.

Initial Inventory Validation

After the initial task inventory was constructed, it was reviewed by nine consultants employed in parks. These consultants were either park managers or park directors.

The consultants were asked to respond to the initial task list inventory by performing the following activities:

1. Indicate whether any of the tasks listed were not appropriate.

2. Add any additional tasks they believed were performed by the park worker.

3. Make changes in the wording of tasks to help add clarity to the statements.

The comments from the nine consultants were pooled and needed revisions were made. Two new duty areas were added as a result of the review process.

As a result of the initial task inventory review process, 268 tasks were identified.

Worker Sample Selection

Since the specific duties and tasks performed by the individual park worker are related to the size and type of park where employed, an attempt was made to survey park workers employed in various sizes and types of parks. It was not possible to secure a list of the specific names and addresses of all incumbent workers in the state. Therefore, a sample of 78 parks departments was obtained from the directory of the Ohio Parks and Recreation Association using a stratified random sampling approach. The strata used were type of department and geographical location.

Data Collection

A packet of materials was sent to the director or manager of the randomly selected parks departments. The packet of materials included:

1. A cover letter from the Ohio Parks and Recreation

Association.

2. An employer questionnaire printed on blue.

3. An employee questionnaire printed on yellow.

4. A stamped and self-addressed return envelope.

The director or manager was instructed to complete the employer questionnaire and to have a responsible park worker complete the employee questionnaire. The manager or director was instructed to collect the employee questionnaires and return both the employer and employee questionnaires in the stamped and self-addressed return envelope by the date specified in the cover letter.

A follow-up of non-respondents consisted of mailing a packet of materials two weeks after the initial mailing. The follow-up consisted of a packet of materials identical to the initial packet except that a cover letter on Ohio State University stationery replaced the cover letter on Ohio Parks and Recreation Association stationery.

Data Analysis

The 43 questionnaires which were returned were checked for completeness and accuracy by the project staff. Information from the 40 usable responses was coded on Fortran coding sheets for key punching. In addition to coding appropriate respondent background information, each specific task statement was coded as to whether it was performed (1 = Task performed by respondent; blank = Task not performed by respondent) and the level of importance of the task (3 = Essential; 2 = Useful; 1 = Not Important). The information was keypunched on IBM cards and verified by personnel at the Instruction and Research Computer Center at The Ohio State University.

The data was analyzed using the SOUPAC computer program and the facilities of the Instruction and Research Computer Center. Consultant assistance for analyzing the data was provided by personnel at The Center for Vocational Education. The SOUPAC computer analysis resulted in the computation of relative frequencies, means, and rankings for each task statement. The results of the computer analyses were printed in tabular form for ease of interpretation.

FINDINGS

Objectives of the study resulted in the compilation of basic sample background information, the determination of tasks performed

by the park worker, and the identification of tasks essential to successful performance as a park worker.

Description of the Sample

Information regarding the performance of tasks and the importance of the tasks to successful employment as a park worker was obtained from park workers in various parks across Ohio.

Response to the Survey

A total of 78 questionnaires were mailed and 43 replies were received. This represented a 55.1% rate of return. The response to the questionnaire is summarized in TABLE I.

TABLE I

EMPLOYEE RESPONSE TO THE QUESTIONNAIRE

	N	Percent of All Employees In the Survey
Employees in Survey	78	100.0
Total Returns	43	55.1
Usable Returns	40	51.2
Unusable Returns	3	3.9
Nonrespondents	35	44.9

Size of Park Department

Park workers from various size parks were included in the study. The number of full-time equivalent (two one-half time park workers equal one full-time equivalent) park workers employed in the firm was used as an index to assess the size of park where the park worker was employed. Of the 43 questionnaires received, 31 included information regarding the size of the park. TABLE II summarizes the responses to the question, "How many full-time equivalent park workers are employed in your park?" Seventeen park workers or 54.8% were employed in parks employing one to ten full-time park workers. Six park workers or 19.3% were employed in parks employing 11-20 full-time equivalent park workers. Eight park workers or 25.9% were working in parks employing 21 or more full-time equivalent park workers. The average number of full-time equivalent park workers employed in the parks was 19.9.

TABLE II

SIZE OF PARK WHERE CURRENTLY EMPLOYED

Number of Park Workers Employed in Parks	N	Percent of Respondents
1-10	17	54.8
11-20	6	19.3
21 or more	8	25.9
Total	31	100.0

$\bar{X}$ number of park workers in the park = 19.9

Total Work Experience

Park workers with varying amounts of work experience in park work were included in the study. TABLE III summarizes the responses to the question, "How many total years have you worked in a parks department?" Twelve park workers or 31.5% had from four to six total years of experience in park work. Seven park workers or 18.4% had from 19-22 total years of experience in park work. Five park workers or 13.1% had from seven to ten total years of experience in park work. Five park workers or 13.1% had 23 or more total years of experience in park work. The total years of work experience in park work ranged from 1-30 years. Park workers had an average of 12 years of total experience in park work.

Employment at Current Job

Park workers in the survey had spent varying amounts of time in their present job. TABLE IV summarizes the responses to the question, "How many years have you worked at your present job?" Thirteen park workers or 34.3% had worked at their present job from one to three years. Twelve park workers or 31.5% had worked at their present job from four to six years. The years of work at their present job ranged from 1-29 years. Park workers had been employed at their present job an average of 7.6 years.

Preparation as a Park Worker

Park workers obtained training for their job from various sources. TABLE V summarizes their responses to the question, "Where did you receive your training as a park worker?" Thirty-seven park workers or 92.5% indicated they received training

on-the-job. Fifteen park workers or 37.5% indicated they received training through a college or university program. Seven park workers or 17.5% indicated they had received training as a park worker by attending a high school program.

TABLE III

TOTAL AMOUNT OF WORK EXPERIENCE IN PARK WORK

Years	N	Percent of Respondents
1-3	4	10.6
4-6	12	31.5
7-10	5	13.1
11-14	1	2.7
15-18	4	10.6
19-22	7	18.4
23 or more	5	13.1
Total	38	100.0

$\bar{X}$ years in park work = 12.0

TABLE IV

LENGTH OF TIME AT PRESENT JOB

Years	N	Percent of Respondents
1-3	13	34.3
4-6	12	31.5
7-14	4	10.5
15-18	4	10.5
19-22	4	10.5
23 or more	1	2.7
Total	38	100.0

$\bar{X}$ years at present job = 7.6

TABLE V

SOURCE OF TRAINING RECEIVED AS A PARK WORKER

Source	N	Percent of All Employees In the Survey
On-The-Job	37	92.5
High School Program	7	17.5
Technical School Program	2	5.0
College/University Program	15	37.5
Adult Education Program	5	12.5
Other	6	15.0

Duty Areas of Work Performed by the Park Worker

The 268 tasks were grouped under twenty-three duty areas. Each respondent indicated whether he performed the specific task in his current position as a park worker. The percentages of respondents performing each task were averaged for all tasks under each duty area. The mean percentage of incumbents who performed specific tasks in specified duty areas is presented in TABLE VI.

Duty areas of work in which 50% or more of the incumbent workers performed the tasks were:

1. Performing General Office Work
2. Recording Information
3. Inventorying Supplies
4. Following General Safety Precautions
5. Using and Maintaining Hand and Power Tools
6. Operating Equipment and Vehicles
7. Assembling and Installing Equipment and Structures
8. Maintaining Lawns
9. Maintaining Park Roadways and Sidewalks

Duty Areas of Work Essential for Successful Performance as a Park Worker

A level of importance rating was obtained for each task. The respondent could rate the task as essential, useful, or not important for successful performance as a park worker. A ranking of essential was assigned a numerical rating of "3", useful a numerical rating of "2", and not important a numerical rating of "1". The level of importance ratings for each task were averaged for all tasks under each duty area. The average level of importance ratings for the specific tasks in the specified duty

areas are presented in TABLE VI.

Duty areas of work which received a 2.0 or higher level of importance rating by incumbent workers were:

1. Performing General Office Work
2. Recording Information
3. Performing Emergency First Aid
4. Inventorying Supplies
5. Following Legal Regulations
6. Following General Safety Precautions
7. Maintaining Equipment and Vehicles
8. Using and Maintaining Hand and Power Tools
9. Testing Soil
10. Fertilizing Plants
11. Operating Equipment and Vehicles
12. Controlling Plant Insects and Diseases
13. Controlling Weeds
14. Establishing Trees, Shrubs, Flowers, and Grasses
15. Constructing and Maintaining Park Buildings and Structures
16. Assembling and Installing Equipment and Structures
17. Maintaining Trees, Shrubs, and Hedges
18. Establishing and Maintaining Nature Trails
19. Maintaining Lawns
20. Maintaining Park Roadways and Sidewalks

Percentage Performance and Level of Importance Ratings of Specific Tasks

The percentage performance by incumbent workers and the level of importance for each specific task is also presented in TABLE VI.

It is recommended that the results for each specific task be examined by educators and others who are developing educational programs to determine curriculum content for preparing park workers. Specific tasks with a high level of performance and a high level of importance rating should be given more emphasis in the educational program than specific tasks with a low level of performance and a low level of importance rating.

TABLE VI

PERCENTAGE PERFORMANCE AND AVERAGE RATING OF IMPORTANCE* OF SPECIFIC TASKS

TASK STATEMENTS	Percent Performing	Average Level of Importance
Performing General Office Work		
File various forms and records	65	2.3
Meet various persons	86	2.7
Use telephone	84	2.7
Write letters, notes, and memos	68	2.3
Set up tours	39	1.7
Maintain office literature displays	28	1.6
Serve as tour guide	31	1.7
Use 2-way radio	63	2.4
Mean Rating	58.0	2.1
Recording Information		
Record equipment maintenance information	57	2.7
Record attendance information	47	2.2
Record reservation information	39	1.9
Record accident information	65	2.7
Record theft information	68	2.6
Mean Rating	55.0	2.4
Performing Emergency First Aid		
Cleanse wounds	55	2.3
Stop external bleeding	39	2.3
Determine when professional help is needed	57	2.6
Apply bandages	55	2.4
Administer artificial respiration	39	2.4
Locate medical center for people	44	2.4
Treat minor cuts and burns	52	2.4
Identify shock symptoms	39	2.3
Prepare and help transport emergency victims	36	2.2
Mean Rating	46.2	2.3

*Average rating of importance may range from 1-3 with 3 being the highest

TABLE VI (Cont.)

PERCENTAGE PERFORMANCE AND AVERAGE RATING OF IMPORTANCE OF SPECIFIC TASKS

TASK STATEMENTS	Percent Performing	Average Level of Importance
Inventorying Supplies		
Assist in taking inventory	68	2.4
Mean Rating	68.0	2.4
Following Legal Regulations		
Interpret boating regulations	23	1.7
Interpret fishing regulations	34	2.0
Interpret littering regulations	57	2.4
Interpret swimming area regulations	44	2.2
Post legal regulations	57	2.2
Enforce park regulations	65	2.5
Interpret municipal and local park regulations	55	2.3
Interpret game laws	28	1.8
Mean Rating	45.3	2.1
Following General Safety Precautions		
Follow safe work habits	78	3.0
Identify potential safety hazards	76	2.9
Store chemicals	60	2.6
Use fire extinguishers	65	2.7
Wear appropriate protective clothing	71	2.8
Ventilate work areas	55	2.7
Interpret information on labels and signs	65	2.6
Use proper lifting and carrying methods	65	2.8
Store inflammable materials	63	2.4
Wear appropriate work clothing	60	2.5
Dispose of chemical containers	50	2.4
Adjust safety devices	63	2.4
Install safety devices	50	2.4
Determine when climatic conditions provide unsafe work situations	68	2.5
Correct potential safety hazards	73	2.5
Remove debris from work areas	63	2.6

TABLE VI (Cont.)

PERCENTAGE PERFORMANCE AND AVERAGE RATING OF IMPORTANCE OF SPECIFIC TASKS

TASK STATEMENTS	Percent Performing	Average Level of Importance
Use electrical connectors and safety devices	47	2.2
Mean Rating	63.0	2.5
Maintaining Equipment and Vehicles		
Add coolant to radiators	60	2.5
Add oil to equipment	65	2.7
Adjust carburetors	36	2.1
Change oil and oil filters	57	2.4
Change thermostats in equipment	36	2.1
Clean debris from equipment	63	2.6
Grease equipment	60	2.6
Inflate tires	67	2.8
Inspect cooling systems for leaks	52	2.4
Adjust and install V-belts on equipment	52	2.4
Adjust and install chains	44	2.3
Install and service battery	47	2.5
Interpret maintenance instructions in operator's manuals	71	2.8
Remove equipment from storage	52	2.5
Repack bearings	26	2.0
Replace and adjust spark plugs	50	2.4
Replace bearings and seals	28	2.1
Replace spark plug wires	39	2.2
Replace radiator hoses	42	2.3
Service air cleaners	50	2.3
Service fuel strainer, filters and sediment bowl	42	2.3
Prepare equipment for storage	57	2.6
Mean Rating	49.7	2.4
Using and Maintaining Hand and Power Tools		
Adjust tools	60	2.5
Clean tools	63	2.7
Identify tools	68	2.7
Interpret tool operation instructions	73	2.8
Recondition tools	55	2.4
Select tools for specific job	73	2.7

TABLE VI (Cont.)

PERCENTAGE PERFORMANCE AND AVERAGE RATING OF IMPORTANCE OF SPECIFIC TASKS

TASK STATEMENTS	Percent Performing	Average Level of Importance
Sharpen tools	57	2.6
Store tools	60	2.7
Use hand tools safely	71	2.9
Use power tools safely	67	2.8
Mean Rating	64.7	2.6
Testing Soil		
Take soil sample	23	2.0
Mean Rating	23.0	2.0
Fertilizing Plants		
Determine amount of fertilizer to apply	50	2.3
Determine when to fertilize	50	2.3
Identify nutrient deficiency symptoms in plants	31	2.0
Interpret labels on fertilizer bags	55	2.4
Mix fertilizer materials	36	2.2
Select appropriate method to apply fertilizer	44	2.3
Root feed fertilizer to trees	28	2.1
Mean Rating	42.0	2.2
Operating Equipment and Vehicles		
Interpret gauge readings	65	2.7
Operate equipment and vehicles on public highways and park roadways	73	2.8
Adjust equipment safety shields	57	2.6
Connect front end operated equipment	44	2.3
Connect hydraulic systems and hydraulic operated equipment	36	2.3
Correct potential equipment safety hazards	63	2.7
Connect 3-point hitch equipment	57	2.5
Hitch towed equipment	55	2.5
Identify potential equipment safety hazards	73	2.8
Install safety shields and devices	55	2.6
Interpret hand operating signals	65	2.6

TABLE VI (Cont.)

PERCENTAGE PERFORMANCE AND AVERAGE RATING OF IMPORTANCE OF SPECIFIC TASKS

TASK STATEMENTS	Percent Performing	Average Level of Importance
Interpret safety instructions in operator's manuals	76	2.8
Interpret safety symbols	73	2.7
Operate equipment under work conditions	63	2.7
Refuel power units	63	2.6
Use appropriate equipment for specific jobs	68	2.7
Mean Rating	61.6	2.6
Controlling Plant Insects and Diseases		
Determine amount of chemical to apply	47	2.3
Determine when to apply chemicals	47	2.3
Evaluate life cycle of insects to determine appropriate control procedures	26	2.0
Identify common plant diseases	36	2.2
Identify common insect pests	34	2.1
Identify damage done by insect pests and diseases	36	2.1
Identify various means by which diseases and insects are spread	31	2.0
Mix chemicals	42	2.2
Select appropriate chemicals to control various insects and diseases	36	2.2
Use appropriate method to apply chemicals	50	2.4
Inspect park areas to determine when control of insects is necessary	50	2.2
Interpret chemical labels	47	2.4
Destroy plant residues	28	2.1
Mean Rating	39.2	2.1
Controlling Weeds		
Apply chemicals to control weeds	57	2.4
Determine amount of chemical to apply	57	2.3
Determine when to apply chemical	55	2.3
Identify common weeds	50	2.1
Inspect areas to determine when weed infestations require control	55	2.2
Mix chemicals	50	2.2
Select appropriate chemicals to control weeds	52	2.2

TABLE VI (Cont.)

PERCENTAGE PERFORMANCE AND AVERAGE RATING OF IMPORTANCE OF SPECIFIC TASKS

TASK STATEMENTS	Percent Performing	Average Level of Importance
Select appropriate method to apply chemical	52	2.2
Use cultural and mechanical methods and tools to remove and control weeds	34	2.0
Evaluate life cycle of weed plants to determine appropriate control procedures	31	1.8
Mean Rating	49.2	2.1
Establishing Trees, Shrubs, Flowers, and Grasses		
Determine size of planting hole needed	60	2.4
Dig planting hole for trees and shrubs	52	2.4
Dig trees with soil ball	39	2.0
Identify trees and shrubs	55	2.1
Identify parts of trees	47	1.9
Incorporate soil amendments into soil	42	2.0
Mulch planting areas	47	2.2
Plant trees or shrubs	57	2.4
Support trees with stakes and braces	55	2.2
Transport trees and shrubs to planting sites	52	2.3
Water planted trees, shrubs, flowers, and grass	52	2.3
Wrap trees	44	1.9
Identify flower and grass seeds	28	2.0
Plant flower seeds and bulbs	42	2.1
Sow grass seed	57	2.4
Lay sod	37	2.2
Interpret information on seed tags	45	2.2
Prepare seed bed for planting	40	2.2
Determine seeding or planting rate	40	2.0
Calibrate seeding equipment	43	2.2
Mean Rating	46.7	2.1
Constructing and Maintaining Park Buildings and Structures		
Apply wood and metal preservatives	54	2.4
Clean and oil electric motors	48	2.4
Build and remove concrete forms	48	2.2
Determine cost of repairs needed	56	2.1
Develop bill of materials needed for repairs	54	2.3

TABLE VI (Cont.)

PERCENTAGE PERFORMANCE AND AVERAGE RATING OF IMPORTANCE OF SPECIFIC TASKS

TASK STATEMENTS	Percent Performing	Average Level of Importance
Repair and hang doors	45	2.3
Install electric motors	29	2.0
Lay blocks and bricks	37	2.1
Mix, pour, finish, and cure concrete	45	2.3
Read and interpret blueprints	48	2.2
Repair bracing in building and structures	29	2.1
Repair electrical cords and wires	48	2.4
Repair minor leaks in roof of buildings	51	2.5
Replace belts and pulleys	45	2.4
Reset circuit breakers	59	2.5
Replace electrical switches	37	2.4
Replace fuses	59	2.6
Replace lighting fixtures	43	2.4
Replace valves in water systems	32	2.3
Repair faucets	51	2.4
Replace water pipe	32	2.2
Replace window panes	43	2.3
Wire simple electrical circuit	29	2.0
Construct and repair fences and gates	45	2.4
Lay carpet and tile	24	1.6
Repair wood siding on buildings	43	2.3
Wash and wax floors	35	2.1
Mean Rating	43.2	2.2
Assembling and Installing Equipment and Structures		
Adjust belts on equipment	59	2.5
Adjust chains on equipment	54	2.4
Adjust controls on equipment	54	2.3
Adjust safety shields on equipment	40	2.3
Check for missing equipment parts or hardware	59	2.6
Follow written assembly instructions	71	2.6
Inspect assembled equipment for operating defects	60	2.5
Place equipment and structures where needed	63	2.5
Interpret assembly diagrams	55	2.3
Interpret assembly instructions	60	2.4

TABLE VI (Cont.)

PERCENTAGE PERFORMANCE AND AVERAGE RATING OF IMPORTANCE OF SPECIFIC TASKS

TASK STATEMENTS	Percent Performing	Average Level of Importance
Use proper equipment and tools to assemble and install equipment and structures	57	2.5
Mean Rating	57.4	2.4
Maintaining Trees, Shrubs, and Hedges		
Apply chemicals for pruning purposes	23	2.2
Apply dressing to cuts and wounds	52	2.5
Clean out tree cavities	31	2.2
Climb trees	36	2.0
Cord wood to sell	13	1.4
Cut trees	60	2.4
Dehorn trees	28	1.9
Determine feasibility of filling cavity	31	2.0
Determine final shrub and hedge form when trimming for appearance	50	2.2
Determine final tree form when pruning for appearance	57	2.3
Determine type of injury suffered by trees	36	2.1
Determine when to prune	60	2.4
Dispose of pruned branches and limbs	52	2.3
Fill tree cavities	28	2.0
Identify branches to be pruned	63	2.3
Install cable and braces to support weak limbs	34	2.1
Prune suckers or watersprouts	50	2.3
Remove broken and storm damaged limbs	57	2.5
Remove brush and weeds	52	2.3
Remove dead branches	60	2.4
Remove girdling roots	36	2.2
Remove stumps	44	2.3
Remove torn or ripped bark	44	2.3
Trim trees for utility line clearance	23	1.8
Remove V-crotches	23	1.8
Select appropriate bracing materials	34	2.1
Select appropriate materials to fill cavities	26	2.1
Shape tree cavities	18	1.8
Sterilize and dress tree cavities	23	1.9
Mean Rating	39.4	2.1

TABLE VI (Cont.)

PERCENTAGE PERFORMANCE AND AVERAGE RATING OF IMPORTANCE OF SPECIFIC TASKS

TASK STATEMENTS	Percent Performing	Average Level of Importance
Supervising and Maintaining Swimming Pools		
Assign lockers	15	1.4
Backflush filter system	26	1.9
Check clothing	18	1.5
Clean and replace filters	23	1.9
Clean decks	21	1.8
Clean gutter	23	1.8
Clean locker room	21	1.8
Clean pool	28	2.1
Clean restrooms	28	2.1
Clean shower rooms	21	1.9
Maintain water chlorine level	28	2.1
Sweep pool	18	1.8
Vacuum the pool	18	1.8
Use cash register	21	1.6
Make change	23	1.8
Mean Rating	34.8	1.8
Supervising and Maintaining Boating and Fishing Areas		
Control algae	36	2.2
Cull fish	5	1.5
Feed fish	5	1.4
Identify fish	15	1.7
Install and replace safety cables and markers	31	2.1
Issue boating equipment	7	1.5
Issue fishing equipment	2	1.4
Place boats in water	18	1.7
Remove boats from water	18	1.6
Remove debris from water and surrounding area	39	2.2
Remove weeds from water	34	2.1
Use cash register	10	1.6
Make change	15	1.8
Mean Rating	18.0	1.7

TABLE VI (Cont.)

PERCENTAGE PERFORMANCE AND AVERAGE RATING OF IMPORTANCE OF SPECIFIC TASKS

TASK STATEMENTS	Percent Performing	Average Level of Importance
Establishing and Maintaining Nature Trails		
Build up trail paths	47	2.2
Identify and mark plants	26	1.9
Identify and mark trees	26	1.9
Lay out trails	47	2.1
Remove obstacles from trails	47	2.3
Mean Rating	38.6	2.0
Supervising and Maintaining Camping Areas		
Clean restrooms, picnic areas, and game courts	39	2.2
Enforce camping rules	36	2.1
Issue camping and recreation equipment	18	1.7
Make change	21	1.7
Operate concession stand	13	1.6
Oversee park groups	36	2.0
Use cash register	15	1.6
Mean Rating	25.4	1.8
Maintaining Lawns		
Cut grass	58	2.7
Determine when grass needs to be cut	69	2.8
Edge walks and paths	51	2.4
Remove clippings	48	2.3
Remove leaves	48	2.5
Water lawn areas	41	2.3
Mean Rating	52.5	2.5
Maintaining Park Roadways and Sidewalks		
Clean culverts	48	2.4
Clean drainage ditches	51	2.5
Fill chuck holes	51	2.4
Help construct park roadways	41	2.2
Remove debris from roadways	48	2.8

TABLE VI (Cont.)

PERCENTAGE PERFORMANCE AND AVERAGE RATING OF IMPORTANCE OF SPECIFIC TASKS

TASK STATEMENTS	Percent Performing	Average Level of Importance
Remove snow	58	2.6
Spread gravel	53	2.4
Sweep sidewalks	58	2.5
Mean Rating	51.0	2.4